

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 20**

GOOGLE, LLC and ALPHABET INC., a single employer

and

(b) (6), (b) (7)(C), an Individual

Cases: 20-CA-252802

and

(b) (6), (b) (7)(C), an Individual

20-CA-252902

and

COMMUNICATIONS WORKERS OF AMERICA,
AFL-CIO, a labor organization

20-CA-252957

20-CA-253105

20-CA-253464

and

(b) (6), (b) (7)(C), an Individual

20-CA-253982

ORDER TO SHOW CAUSE

On May 26, 2021, **(b) (6), (b) (7)(C)**, **(b) (6), (b) (7)(C)**, **(b) (6), (b) (7)(C)**, **(b) (6), (b) (7)(C)**, **(b) (6), (b) (7)(C)**, **(b) (6), (b) (7)(C)**, and **(b) (6), (b) (7)(C)** filed a “Discriminatees / Real Parties in Interest Motion to Intervene,” pursuant to the National Labor Relations Board’s Rules and Regulations Section 102.29. Having read the Motion as seeking intervenor-party status for **(b) (6), (b) (7)(C)**, **(b) (6), (b) (7)(C)**, **(b) (6), (b) (7)(C)**, and **(b) (6), (b) (7)(C)** in Case 20-CA-252957 and for **(b) (6), (b) (7)(C)** in Cases 20-CA-253105 and 20-CA-253464, all parties are hereby ORDERED to show cause why said Motion should not be granted.

All show cause responses must be served on all parties and electronically filed by the end of business on June 3, 2021.

IT IS SO ORDERED.

Dated this 27th of May 2021.

/s/ Daniel J. Owens

Daniel J. Owens
Acting Regional Director
NLRB Region 20



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

May 5, 2021

LAURIE M. BURGESS, ESQ.
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CORRECTED LETTER

Google, LLC and Alphabet Inc., a
single employer
Cases 20-CA-252802
20-CA-252902
20-CA-252957
20-CA-253105
20-CA-253249
20-CA-253464
20-CA-253982

Dear Ms. Burgess:

This office has carefully considered your appeal. The appeal is sustained in part and denied in part. It was concluded that the Employer arguably violated Section 8(a)(1) of the Act by disparately enforcing its Need to Know Data Classification policy by applying it only against employees who engaged in protected, concerted activities and by unlawfully interrogating employees about the “Always-Ask-Kent” form and extension.

In addition, it was concluded that the Employer arguably violated Section 8(a)(1) of the Act by unlawfully discharging employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) pursuant to its Need to Know Data Classification policy because they engaged in conduct protected by the Act. We are remanding these portions of the appeal to the Regional Director for further processing. Absent settlement, the Regional Director will include these allegations in an amended consolidated complaint, and an administrative law judge will hold a hearing. Please address all further inquiries to the Regional Director.

The remainder of your appeal is denied, substantially for the reasons set forth in the
Regional Director's letter dated December 2, 2020.

Sincerely,

Peter Sung Ohr
Acting General Counsel



By:

Mark E. Arbesfeld, Director
Office of Appeals

cc: JILL H. COFFMAN
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